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PLAN TO HELP WOMEN.

New York Consumers' League Announce Comprehensive Program.

The long hours and hard working conditions of women employed in restaurants were dwelt upon at the twenty-sixth annual meeting of the Consumers' league of New York city.

In her annual report Mrs. Maud Nathan, president, said that 58 per cent of the women employed in restaurants worked more than the fifty-four hours a week set by law for store and factory workers, while one-fifth of them worked for twelve hours seven days a week.

Mrs. Nathan thus summed up the future program of the league:

Extension of the mercantile law to include restaurants.

Repeal of the Christmas exemption in the present mercantile law, which permits overtime work and exhaustively long hours seven days preceding Christmas.

Agitation for the eight hour day in New York state, thus raising it to the standard of Arizona, Colorado, Washington and the District of Columbia.

Education of public opinion and agitation for a minimum wage commission to determine what shall be the minimum wage in the various industries.

Agitation to get a woman's division in the labor department established in Washington.

A bill looking toward the eventual abolition of all tenement house work in New York state.

Defines Right to Strike.

The right of a man to work is as inalienable as the right of a man to strike and the right of free speech is upheld to that point which allows a man to do his own thinking, is the substance of an opinion handed down in the United States district court at Toledo, O., by Judge John M. Killits. The court was defining peaceful picketing in connection with disturbances growing out of the strike of Ohio State Telephone company operators and linemen. Judge Killits ruled that the Clayton act is being misinterpreted in strikes, contending that the act does not sanction lawlessness.

New York Labor Bills.

There are two bills in the codes committee of the New York assembly which labor would like to see reported out and passed by the legislature. One requires employers who advertise for employees when a strike is on in their business to state the fact, and the other would prevent members of union committees directing strikes from being haled to court as conspirators.

Won't Stop Picketing.

The city council of Oakland, Cal., has refused to place on the spring election ballot a proposed anti-picketing ordinance submitted by the Employers' association. The ordinance would make it unlawful to picket or display banners of any kind on the streets. An announcement is made by the employers that they will initiate the ordinance despite the council's action.

TO SHIRLEY I. LEDGER-
WOOD JAMES F. LEDGER-
WOOD AND BRUCE LEDGER-
WOOD.

J. V. Ledgerwood vs. Louisa Ledgerwood et al

State of Tennessee, In Chancery
Court of Knox County. No. 15300

In this cause it appearing from the bill filed, which is sworn to by the defendants, Shirley I. Ledgerwood, James F. Ledgerwood, and Bruce Ledgerwood are all non-residents of the State of Tennessee, that the ordinary process cannot be served upon them, it is ordered that said defendants appear before the Chancery Court, at Knoxville, Tennessee, on or before the first Monday of June next and make defense to said bill, or the same will be taken for confessed and the cause set for hearing ex parte as to them. This notice will be published in the Knoxville Independent for four consecutive weeks. This 5th day of May 1917

J. C. FORD, Clerk & Master
T. L. Carty, Sol.
May 5 12 19 26 1917

NO COMPULSION.

Compulsory insurance for wage earners is not acceptable, no matter whether it is offered by the employer, purchased from private insurance companies, or whether it is rammed down our throats by a combination of employers and the state with a forced contribution from us.

As wage earners we desire to be free to work out our economic program through the trade unions, and we do not wish our efforts to be hampered in any way by compulsory action of the state.

We wish to continue to organize and to make collective bargains for our labor, the conditions of the sale of which is of vastly more importance to us than any insurance scheme.—
Shoe Workers' Journal.

FOR PEACE COUNCIL.

American Federation of Labor to Carry Out Delayed Project.

The executive council of the American Federation of Labor, presided over by Samuel Gompers, decided at a recent conference to carry into effect without delay a project for a world peace council, adopted at the general convention of the organization at Baltimore.

It prefaced a manifesto to all local unions, notifying them to be ready to elect delegates to a world peace congress in the near future. The purpose of the congress is to get in each country enlarged economic and social standing for the working classes as a basis for lasting peace.

The council considered the recommendations of the Baltimore convention in favor of a Pan-American Federation of Labor, and at Mr. Gompers' motion it was agreed to spread such an alliance into Mexico and Central and South America as far as possible.

Labor Pledges Allegiance.

A memorial pledging "unswerving allegiance" of the organized workers of New York state to President Wilson and declaring in favor of suspension of laws restricting the hours of labor whenever it may be necessary to prepare the state or nation for carrying on war has been adopted by the executive council of the New York State Federation of Labor. Copies were sent to the president, the State Industrial Commission and to members of all unions affiliated with the organization.

PRESIDENT ASKS LABOR TO HELP

Workers in Industries as Important as Fighting Men.

A GREAT SERVICE ARMY

Nation's Executive Points Out That Men and Women Workers Can Serve Their Country as Truly and Patriotically In Factory, Workshop and Mine as Their Brothers In Arms.

President Wilson in his proclamation calls on labor to do its part in the fight. He says:

There is not a single selfish element, so far as I can see, in the cause we are fighting for. We are fighting for what we believe and wish to be the rights of mankind and for the future peace and security of the world. To do this great thing worthily and successfully we must devote ourselves to the service without regard to profit or material advantage and with an energy and intelligence that will rise to the level of the enterprise itself. We must realize that the full how great the task is and how many things, how many kinds and elements of capacity and service and self sacrifice it involves.

These, then, are the things we must do, and do well, besides fighting—the things without which mere fighting would be fruitless:

We must supply abundant food for ourselves and for our armies and our seamen and also for a large part of the nations with whom we have now made common cause.

We must supply ships by the hundreds out of our shipyards to carry to the other side of the sea, submarines or no submarines, what will every day be needed there, and abundant materials out of our fields and our mines and our factories with which not only to clothe and equip our own forces on land and sea, but also to clothe and support our people, for whom the gallant fellows under arms can no longer work; to help clothe and equip the armies with which we are co-operating in Europe and to keep the looms and manufacturing there in raw material; coal to keep the fires going in ships at sea and in the furnaces of hundreds of factories across the sea; steel out of which to make arms and ammunition both here and there; rails for worn-out railways back of the fighting fronts; locomotives and rolling stock to take the place of those every day being replaced; mules, horses, cattle for labor and for military service—everything with which the people of England and France and Italy and Russia have usually supplied themselves, but cannot now afford the men, the materials or the machinery to make.

It is evident to every thinking man that our industries, on the farms, in the shipyards, in the mines, in the factories, must be made more prolific and more efficient than ever and that they must be more economically managed and better adapted to the particular requirements of our task than they have been. And what I want to say is that the men and the women who devote their thought and their energy to these things will be serving the country and conducting the fight for peace and freedom just as truly and just as effectively as the men on the battlefield or in the trenches. The industrial forces of the country, men and women alike, will be a great national, a great international, service army—a notable and honored host engaged in the service of the nation and the world, the efficient friends and saviors of free men everywhere. Thousands—nay, hundreds of thousands—of men otherwise liable to military service will of right and of necessity be excused from that service and assigned to the fundamental, sustaining work of the fields and factories and mines, and they will be as much part of the great patriotic forces of the nation as the men under fire.

To the men who run the railways of the country, whether they be managers or operative employees, let me say that the railways are the arteries of the nation's life and that upon them rests the immense responsibility of seeing to it that those arteries suffer no obstruction of any kind, no inefficiency or slackened power. To the merchant let me suggest the motto "Small profits and quick service" and to the shipbuilder the thought that the life of the war depends upon him. The food and the war supplies must be carried across the seas, no matter how many ships are sent to the bottom. The places of those that go down must be supplied, and supplied at once. To the miner let me say that he stands where the farmer does; the work of the world waits on him. If he slackens or fails armies and statesmen are helpless. He also is enlisted in the great service army. The manufacturer does not need to be told, I hope, that the nation looks to him to speed and perfect every process, and I want only to remind his employees that their service is absolutely indispensable and is counted on by every man who loves the country and its liberties.

This is the time for America to correct her unpardonable fault of wastefulness and extravagance. Let every man and every woman assume the duty of careful, provident use and expenditure as a public duty, as a dictate of patriotism which no one can now expect ever to be excused or forgiven for ignoring.

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We do job printing at fair prices.

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WOITH FIGHTING FOR.

I love the United States not because of that name. It is the ideals for which our country stands that makes it dear to us. That is what makes it worth fighting for. If those ideals were to change we would not care to fight for it.—Samuel Gompers.

CAIPENTERS READY.

Union Offers Its Services Wherever Government Needs Them.

The services of the entire organization of the United Brotherhood of Carpenters and Joiners of America, which has a membership of about 270,000, have been offered immediately to the government in the war, pursuant to a resolution adopted by the executive board of the brotherhood, in recent session at Indianapolis. The resolution says the service offered is that of mechanics in whatever manner they may be most needed.

The board also directed that all members of the organization who enlisted in either the army or navy be retained in good standing at the general offices and be entitled to all the benefits the same as if they were following their usual work and paid their dues regularly.

The resolution offering the services of the organization to the government recites that the United States government requires the services of the members and will require such services more extensively in the near future in the navy yards in construction and repair of vessels and that the organization consists of patriotic American citizens, ready and willing at all times to do their duty when called upon.

When the government sends a call that it needs a certain number of skilled carpenters and joiners in any place the general office will undertake to supply the men by immediately forwarding the call to its members nearest to the place of work.

PENSONS EMPLOYEES.

Large Rubber Company Announces Adoption of Plan For Workers.

Directors of the United States Rubber company have approved a pension plan for employees to go into immediate effect it is announced. "The plan applies to all who have rendered faithful and continuous service for twenty years or more," says the announcement. "Retirement from service on pension is optional with the employee under certain conditions, and under other conditions lies in the discretion of the pension committee."

"It is hoped that the appropriation of this year will benefit many of these older employees, while the great army of men and women younger in point of service will have the assurance of protection when their efficiency becomes impaired through advanced age. The company will assume such expenditures as may be necessary in administering the plan, and no contributions will be required from any employees."

"Employees absent on military service for the country will not have such absence deducted from the computation of their years of service nor constitute a break in the continuity of employment for purposes of the pension benefits. Service for the country will thus be counted equivalent to service for the company."

IN AID OF LABOR.

Bills Before Various State Legislatures Affecting Workingmen.

Of bills affecting labor those concerning workmen's compensation are in the majority. States in which compensation laws may be passed for the first time are Delaware, Missouri, North Carolina, North and South Dakota and Utah. Bills to amend existing laws range from those in New York to extend the law to all employees and to increase weekly payments to 100 per cent of wages, to the Indiana bill to exempt train employees and the one in Minnesota to repeal the law altogether. In California, Indiana and Minnesota it is proposed to reduce waiting time to one week; in another bill in Minnesota and in Massachusetts and New York, to abolish it altogether. Amendments offered in Illinois and Massachusetts would permit the commutation of weekly payments in a lump sum. Other bills propose to increase the proportion of wages to be paid in compensation to 65 per cent in Indiana, to 60-23 per cent in Minnesota, Nebraska, New Hampshire and Oklahoma, and to 75 per cent in Wisconsin. In Minnesota, New Jersey and Utah such funds are proposed. Ohio has passed a law prohibiting casualty insurance companies altogether from handling compensation business.

In Indiana there is a bill requiring the injured employee to accept the doctor furnished by the employer, while in Maine, Massachusetts and Minnesota there are bills to permit the employee to select his own physician. An Indiana bill would provide a judge in each congressional district to administer the law; another bill would require the consideration of bonuses in determining the wage which is to be the basis for compensation payments. A Massachusetts bill would permit a man hired under the state to recover for an injury even if it occurred outside the state. In Rhode Island there is a proposal to extend medical and hospital treatment for a period of four weeks. Washington would amend its law by providing for first aid.—Survey.

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NEAR-SIGHTED?

Some providers are so "near-sighted" they only provide for NOW—while others are generously "far-sighted" and provide for NOW and TOMORROW

Look around you most everywhere any day and you will see sorrow and suffering caused by "near-sighted" providers. Such scenes should bring it right home to you. Ask yourself the question: "Have I provided for my loved ones future with a sufficient amount of Life Insurance?"

Paying the premiums need not worry you if you have a Holston Savings Account accumulating regular deposits.

THE HOLSTON NATIONAL BANK

GAY STREET AND CLINCH AVE.

TO LEWIS ENGLISH

Minnie English vs. Lewis English
State of Tennessee, In Chancery
Court of Knox County. No. 15295

In this cause, it appearing from the bill filed, which is sworn to, that the defendant, Lewis English is a non-resident of Tennessee, so that ordinary process cannot be served upon him, it is ordered that said defendant appear before the Chancery Court, at Knoxville, Tennessee, on or before the first Monday of June next, and make defense to said bill, or the same will be taken for confessed and the cause set for hearing ex parte as to him. This notice will be published in the Knoxville Independent for four consecutive weeks.

This 1st day of May 1917

J. C. FORD, C. & M.

G. H. Mynatt, Sol.

May 5 12 19 26 1917

THE MINIMUM WAGE.

Should Be Sufficient to Maintain a Family and Provide For Future.

Rock bottom wages and work conditions, below which industry must not fall in this country if it is to conform to the standard that civilized society has come to set for itself, are laid down in a report on industrial conditions in New York now ready for publication. This report is one of a series known as the "Springfield Survey." In gathering the data the investigators visited factories and mercantile establishments and called upon many workers in their homes. Information was secured from labor organizations, the Springfield (Ill.) Commercial association and various official documents. The facts were gathered and the report written by Louise C. Odgers, committee on women's work, and Zenas L. Potter, department of surveys and exhibits, Russell Sage foundation. The full report offers various suggestions to employers and state legislators scaling considerably higher than the gauge set for measuring conditions in Springfield.

"Workers who give their full working time to an industry," says the report, "should receive as a very minimum a wage which will provide the necessities of life. If the business cannot provide this there is serious question whether it has a right to exist. Men with families dependent upon them should receive enough for the support not only of themselves, but of a normal family. Otherwise family life will be undermined."

"Either the necessities of life should include enough to allow workers to carry insurance and save something for old age or else industry should provide directly for the care of incapacitated workmen and for the dependents of workmen who are killed at work, by payment made by the employer—the cost to be distributed over society by some form of insurance or by some other method."

"Irregularity of employment should be minimized, and when workers lose their positions adequate facilities should exist to help them find new work."

"Under fourteen children not be employed. Until they are sixteen years of age it is of first importance that they develop normally and receive training for the work of later life. Any occupation, therefore, is objectionable which interferes with such development or training."

"Eight hours for a day's work is the standard which is now widely accepted. Hours of labor should not be so long as to injure health or to deny workers opportunity for self improvement, the development of home life and an intelligent interest in public affairs."

"Women and children should not be employed at night."

"Every worker should have one day of rest in seven."

"Working conditions should be made as wholesome and safe as possible. Fire hazard should be minimized, machinery guarded, sanitary conditions maintained, industrial diseases prevented and good light and ventilation provided."

"The bargaining power in settling the terms of the work agreement should be as evenly balanced as possible between the employer and the employee."

More Pay For Steel Men.

The United States Steel corporation recently announced that wages and salaries of workers getting \$2,500 a year or less would be increased 10 per cent. This applies to steel workers, blast furnaces and offices, while the schedules of the mines, railroads and steamship lines will be adjusted to make the increase equal the advance in the manufacturing departments. This is the fourth wage increase voted since Jan. 1, 1916, each being of 10 per cent.

TO MATT A. BADGETT Mrs.
MARGARET JONES AND HUSBAND
J. MILTON JONES AND
MAYS BADGETT

Rosella Badgett et al, B. F. Badgett et al

State of Tennessee, In Chancery
Court of Knox County. No. 14786

In this cause it appearing from the petition filed, which is sworn to, that the defendants Matt A. Badgett Mays Badgett, Mrs. Margaret Jones and husband H. Milton Jones are non-residents of the State of Tennessee, so that the ordinary process cannot be served upon them, it is ordered that said defendants appear before the Chancery Court, at Knoxville, Tennessee, on or before the first Monday of July next, and make defense to said bill, or the same will be taken for confessed and the cause set for hearing ex parte as to them. This notice will be published in the Knoxville Independent for four successive weeks.

This 11th day of May, 1917

J. C. FORD, Clerk & Master

Horace Van Deventer, Sol.

May, 12 1 26 June 2 1917

NOTICE OF INSOLVENCY.

To the Creditors of Catherine Ogle

deceased; I, the undersigned administrator of the estate of Catherine Ogle deceased, having suggested to the County Court Clerk of Knox County, Tennessee, the insolvency of said estate, do hereby notify all persons holding claims against said estate to file said claims, duly authenticated in the manner prescribed by law with the County Court Clerk of said county on or before the 31st day of August, 1917, or same will be forever barred in law and equity.

Any one indebted to the said estate is requested also to make settlement with me at once.

This 10th day of May, 1917

S. O. HOUSTON Sol.

May, 12 19 26 June 2 1917

A BENEFIT TO SOCIETY.

Organized Labor Has Done Much to Advance the Condition of the Toller.

If there is any institution of mankind that has been a benefit to society it is the trade union. Is it conceivable to assume that an instrument that has been fought for by the millions of workers the world over, an institution for which so much blood has been shed and sufferings undertaken to maintain, could be styled a menace by any one other than a selfish, greedy shrimp who has no thought of any but his own miserable, unholy ends?

In this day of centralizing of wealth power, where would the worker be if it were not for the defending protection afforded by organization against the encroachments of the centralized association of the wealth of this and other nations?

The trade unions have increased wages so as to give the worker a home, a place where he may keep his wife and family in decency, giving them some of the comforts under a decent standard of living, giving his children a chance for education and to prepare them to successfully meet the trials of after life that will be theirs and keep them out of the factory life until they are properly fitted for it.

The trade union is responsible for the shortening of the hours of labor, giving the worker a chance to improve his mental capacity and association with his family and to partake of the pleasures of social intercourse which helps us all to enjoy life while here on earth and which gives him a self respect which makes him a better citizen in the community in which he resides. The union teaches its members how to live and work together for the common good, standing together against the vicious methods of those who would oppress and enslave. The union affords protection and help in times of sickness, supplying a weekly benefit during the period of disability, and in case of death a benefit is paid to the bereaved family. Old age pensions are also provided for, so that those who have given the best of their lives to their work may not become public charges and forfeit an independence that they have striven to maintain through earlier years.—Tobacco Worker.

Brass Workers Get Raise.

President William A. Morgan of the Buffalo Copper and Brass Rolling mill recently announced an increase in wages of 5 cents an hour for 5,000 employees. The advance, which was voluntary, will add about \$60,000 to the mill's monthly payroll.

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A Number Of Specialties In Pure Fruit Juices

ORANGE WHISTLE, GRAPE SMASH, EXTRA-DRY

The Only Bottling House In The City Using
Double Distilled Water In Bottling.

ICE Both Phones 146 COLD STORAGE

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